

Gender Equality



The average full-time weekly wage for a woman is

15.3%

less than a man's.¹

85c



In 2015-2016, average superannuation balances for women aged 60-64 were **just over half (58%)** those of men.²



WOMEN ON THE BOARDS OF ASX 200 LISTED COMPANIES HAS GROWN FROM



8.3% in 2009 to **26.2%** in 2018³

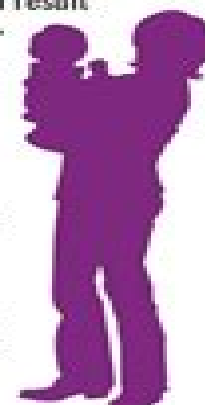


1 in 2

mothers reported experiencing workplace discrimination as a result of their pregnancy, parental leave or on return to work, while

1 in 5

mothers indicated that they were made redundant, restructured, dismissed, or that their contract was not renewed⁴



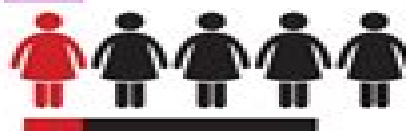
1 in 2

women have experienced sexual harassment during their lifetime



1 in 3

women have experienced physical or sexual violence since the age of 15



1 in 5

women have experienced violence by a partner since the age of 15⁵



68%



70%

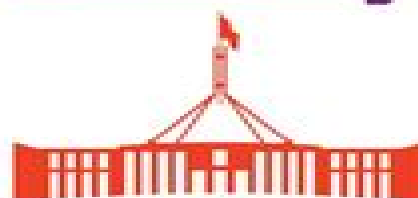


58%

Australian women account for:

- ▶ 68% of primary carers
- ▶ 70% of primary unpaid carers for children
- ▶ 58% of primary unpaid carers for the elderly and people with disability or long-term health condition⁶

Women spend almost twice as many hours each day performing unpaid care work compared to men⁷



64.4% of the total work day for women

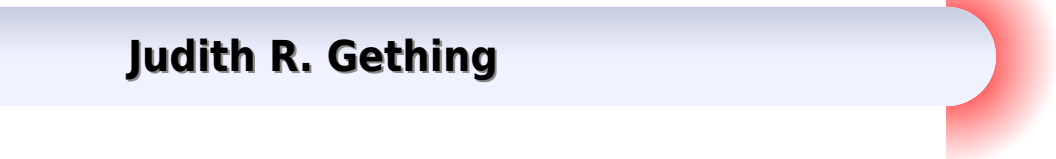


36.1% of the total work day for men

Australia ranks 48th in the world in terms of female political empowerment (the representation of women in politics). This is down from 32nd in 2006⁸.

Sex Discrimination Law

Judith R. Gething



Sex Discrimination Law:

Sex Discrimination Law in Higher Education J. Ralph Lindgren, 1984 The obligations of colleges and universities under existing laws prohibiting sex discrimination are discussed Attention is directed to developments in the law relating to sex discrimination against employees and against students in colleges and universities and practical and cost efficient strategies for complying with the law The pertinent laws on sex discrimination against employees job applicants and students are cited The employee related laws address hiring retention promotion tenure salary and fringe benefits sexual harassment and affirmative action practices for government contracts Judicial decisions are based on the prima facie case rebuttal pretext and the discovery of confidential faculty evaluations The laws on sex discrimination against students address practices in admissions tuition rates financial aid sexual harassment student organizations student services housing and parietal rules and athletics Three strategies for compliance are 1 carefully selecting and training key academic and administrative personnel including faculty who serve on review and search committees 2 implementing a management control system and 3 securing indemnification against losses suffered as a result of unintentional discrimination SW

Laws on Sex Discrimination in Employment United States. Women's Bureau, 1970 Compilation of texts of labour legislation to eliminate discrimination against the woman worker and to establish the right to equal employment opportunity in the USA includes comments on fair employment practices in various states and equal employment opportunity in the public administration etc Sex Discrimination and the Law Barbara Allen Babcock, 1975 **Justice and Gender** Deborah L. RHODE, Deborah L Rhode, 2009-06-30 This is the first book to provide a comprehensive investigation of gender and the law in the United States Deborah Rhode describes legal developments over the last two centuries against a background of historical and sociological changes in women's activities and attitudes toward these new developments She shows the way cultural perceptions of gender influence and in turn are influenced by legal constructions and what this complicated interaction implies about the possibility or impossibility of using law as a tool of social change Table of Contents Introduction Part One Historical Frameworks 1 Natural Rights and Natural Roles Domesticity as Destiny The Emergence of a Feminist Movement Nineteenth Century Legal Ideology Separate and Unequal 2 The Fragmentation of Feminism and the Legalization of Difference The Postsuffrage Women's Movement Separate Spheres and Legal Thought Part Two Equal Rights in Retrospect 3 Feminist Challenges and Legal Responses The Growth of the Contemporary Women's Movement Governmental Rejoinders Liberalism and Liberation 4 The Equal Rights Campaign Instrumental Claims Symbolic Underpinnings Political Strategies Requiem and Revivals 5 The Evolution of Discrimination Doctrine The Search for Standards Separate Spheres Revisited Bona Fide Occupational Qualifications Definitions of Difference Part Three Contemporary Issues 6 False Dichotomies Benign and Invidious Discrimination in Welfare Policy Elderly Women and Social Security Special Treatment or Equal Treatment Pregnancy Maternal and Caretaking Policy Public and Private Social Welfare and Childcare Policies 7

Competing Perspectives on Family Policy Form and Substance The Marital Nonmarital Divide Lesbian Gay Rights and Social Wrongs Equality and Equity in Divorce Reform Text and Subtext in Custody Adjudication 8 Equality in Form and Equality in Fact Women and Work Occupational Inequality The Legal Response Employment Policy and Structural Change 9 Reproductive Freedom The Historical Legacy Abortion Adolescent Pregnancy Reproductive Technology 10 Sex and Violence Sexual Harassment Domestic Violence Rape Prostitution Pornography 11 Association and Assimilation Private Clubs and Public Values Education Athletics Different But Equal Conclusion Principles and Priorities Differences over Difference Differences over Sameness Theory about Theory Legal Frameworks Notes Index Reviews of this book Rhode's work is impressive in its scholarship and its range a compelling account Josephine Shaw International and Comparative Law Quarterly Reviews of this book The definitive treatment of the American legal system's struggle to deal with issues pertaining to gender The strength of Rhode's analysis however is not its historical aspect but its probing view of modern gender issues The focus is always on the deeper forces that have led to gender disadvantage There is much to be learned from reading this volume Victoria J Dodd Bimonthly Review of Law Books Reviews of this book A comprehensive journey through the history of law and gender The book is important in a number of ways It paints in stark irrefutable colors the irrational prejudices that have served to justify legal determinations limiting equality It has the audacity to ask the law to turn on itself and work more justly Sheila James Kuehl California Lawyer Reviews of this book Encyclopedic Thorough carefully nuanced Rhode gives all sides their fair due on every issue she takes up A valuable resource for many years to come Susan Okin Law and Social Inquiry Justice and Gender breaks the impasse created by legal and theoretical debates over sameness and difference Deborah Rhode's brilliant analysis of gender and the law in the United States from the nineteenth century to the present argues persuasively for theories rooted in careful contextual analysis and for a legal emphasis on gender disadvantage rather than gender difference This book offers a new vantage point from which to think about the role of law in building a just society Sarah M Evans University of Minnesota The Law of Sex Discrimination J. Ralph Lindgren, Nadine Taub, 1988

Sex Discrimination in Uncertain Times Margaret Thornton, 2010-09-01 This collection of essays arose from a conference held to mark the silver anniversary of the Australian Sex Discrimination Act 1984 The collection has two aims first to honour the contributions of both the spirited individuals who valiantly fought for the enactment of the legislation against the odds and those who championed the new law once it was passed secondly to present a stock take of the Act within the changed socio political environment of the 21st century The contributors present clear eyed appraisals of the legislation in addition to considering new forms of legal regulation such as Equality Act and the significance of a Human Rights Act The introduction of a proactive model which would impose positive duties on organisations is explored as an alternative to the existing individual complaint based model of legislation The contributors also pay attention to the international human rights framework particularly the Convention on the Elimination of all Forms of Discrimination against

Women and the UN Declaration on the Rights of Indigenous People The essays are illuminated by recourse to a rich vein of historical and contemporary literature Regard is also paid to the comparative experience of other jurisdictions particularly the UK and Canada

Laws on Sex Discrimination in Employment: Federal Civil Rights Act United States. Women's Bureau, 1973

Title IX Elizabeth Kaufer Busch, William E. Thro, 2018-05-20 This book examines the history and evolution of Title IX a landmark 1972 law prohibiting sex discrimination at educational institutions receiving federal funding Elizabeth Kaufer Busch and William Thro illuminate the ways in which the interpretation and implementation of Title IX have been transformed over time to extend far beyond the law's relatively narrow statutory text The analysis considers the impact of Title IX on athletics sexual harassment sexual assault and for a time transgender discrimination Combining legal and cultural perspectives and supported by primary documents Title IX The Transformation of Sex Discrimination in Education offers a balanced and insightful narrative of interest to anyone studying the history of sex discrimination educational policy and the law in the contemporary United States

Sex as a Protected Ground in International and Domestic Law Christine Forster, Vedna Jivan, 2021-07-19 This volume in the Brill Research Perspectives in Comparative Discrimination Law compares sex discrimination protection through three thematic lenses Firstly it charts and compares the evolution sex discrimination protection in human rights law in three treaty bodies the CEDAW Committee the HRC and the CESC Second it traces the development of sex discrimination protection in three domestic law frameworks the United States Australia and India Finally it compares the development of sex discrimination protection in international law with its development in the domestic laws of the three countries and analyses the implications of that comparison Despite differences in the translation of international approaches to sex discrimination into domestic law and differences in social political and cultural contexts women appear to face similar limitations in accessing justice through sex discrimination frameworks

Sex Discrimination and the Law in Hawaii Judith R. Gething, 1979

Sex Discrimination Law Marguerite Bolger, Cliona Kimber, 2000 A comprehensive examination of the theory application and practice of the law of sex discrimination in Ireland together with suggested areas of reform This volume examines theories of equality and how they relate to differences between the sexes It explores the inadequacies of the Irish approach of treating like with like in the areas of sexual harassment pregnant workers working mothers part time workers pension rights social welfare tax separation and divorce the family home custody of children and the procedures of the legal system itself By applying a model of equality which acknowledges differences between the sexes the book demonstrates how the law could be more effective in fighting the continuing discrimination against Irish women

Sexual Harassment and the Law Augustus B. Cochran, 2004 This is much more than a story of a single case It provides a panoramic overview of the role of work in women's lives a succinct history of employment discrimination law and a penetrating analysis of the evolution of our views of sexual harassment in the workplace Karen O Connor author of Women Politics and American Society After Vinson nothing was the same Cochran does a masterful job of setting the case in its

historical context and exploring its legal impact Judith A Baer author of *Our Lives before the Law Constructing a Feminist Jurisprudence* Cochran is an exceptional raconteur and his book is comprehensive thorough and wonderfully forward looking Nancy Levit author of *The Gender Line Men Women and the Law* **Sex Discrimination in a Nutshell** Claire Sherman Thomas,1982 **Sex Discrimination and Law Firm Culture on the Internet** A. Baumle,2009-06-08 Despite the availability of some formal legal remedies women lawyers rarely challenge discriminatory behaviour This book explores this seemingly contradictory situation and by exploring lawyers use of legal discourse in an Internet community Baumle examines whether the law can in fact serve as a useful tool to challenge inequality **The Law of Sex Discrimination** Beth Wolfson,J. Ralph Lindgren,2010-01-01 An honest and informative text on sex discrimination and the law THE LAW OF SEX DISCRIMINATION International Edition approaches the idea of using law to analyze sex discrimination from a variety of contexts as an occasion for ideological disputes as a reflection of contemporary policy debates over the future direction of society and as part of the historical development of and response to feminism Fully updated for 21st century this flexibly organized text examines topics that range from reproductive rights to global trends in gender law and includes appendices that deal with the court system a brief discussion of how to outline cases and a glossary of legal and technical terms **Nine to Five** Joanna L. Grossman,2016-05-03 Rich in case studies this collection of essays illustrates how gender continues to define every aspect of Americans work experience Sex Discrimination and the Law ,1978 Sex Discrimination in the Workplace Faye J. Crosby,Margaret S. Stockdale,S. Ann Ropp,2007-06-11 Sex Discrimination in the Workplace is an interdisciplinary volume that examines the various approaches to the study of sex discrimination and explores solutions and interventions With riveting first hand accounts from plaintiffs lawyers and expert witnesses who have mounted battles against discriminatory employers it is an invaluable resource for anyone seeking to gain a better understanding of precisely what sex discrimination is and what can be done to combat it Examines sex discrimination through the eyes of law economics sociology and psychology providing expert descriptions of the fundamental research related to sex discrimination and their field Contains first hand accounts of sex discrimination cases many of which relate to landmark contemporary incidents Concludes with solutions to the problems of discrimination from individual organizational and societal perspectives Written in clear engaging prose with contributions from eminent scholars A Guide to Federal Laws Prohibiting Sex Discrimination United States Commission on Civil Rights,1974 Pamphlet commenting on the coverage complaint procedure enforcement sanctions etc Of current federal legislation incl Labour legislation prohibiting sex discrimination in the USA includes provisions of the civil rights act of 1964 the equal employment opportunity act of 1972 the equal pay October of 1963 etc and covers equal opportunity women s rights housing discrimination etc **Sex Discrimination Law and Women in the Workplace** Francis Joseph Carleton,1991

The Top Books of the Year Sex Discrimination Law The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the fascinating narratives that have captivated audiences this year. Sex Discrimination Law : Colleen Hoover "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Sex Discrimination Law : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and suspenseful novel that will keep you wondering until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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